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OPNAV INSTRUCTION 3000.16

From: Chief of Naval Operations

Subj: NAVY INTEGRATED READINESS

Ref: (a) COMUSFLTFORCOM/COMPACFLTINST 3000.15A
        (b) OPNAVINST 5450.352A
        (c) OPNAVINST 5440.77B
        (d) OPNAVINST 5450.337B
        (e) OPNAVINST 5450.350A
        (f) OPNAVINST 5450.340A
        (g) OPNAVINST 5450.339
        (h) OPNAVINST 5450.343
        (i) OPNAVINST 5450.348
        (j) OPNAVINST 5450.207D
        (k) OPNAVINST 5450.349
        (l) OPNAVINST 3501.383
        (m) OPNAVINST 3050.25
        (n) COMUSFLTFORCOMINST 5440.10/COMPACFLTINST 5440.5
        (o) COMUSFLTFORCOM/COMPACFLTINST 3501.5

Encl: (1) Responsibility Matrix
        (2) Supporting Working Groups, Boards, and Executive Councils
        (3) Definitions

1. Purpose. To specify Navy policy, process, and responsibilities for generating combat-ready naval forces.

2. Background. Per Title 10, U.S. Code, the Chief of Naval Operations (CNO) is responsible for organizing, training, and maintaining the readiness of Navy forces for the performance of military missions as directed by the President, the Secretary of Defense, and the Chairman of the Joint Chiefs of Staff. Multiple Navy organizations support this effort including the Office of the Chief of Naval Operations (OPNAV); U.S. Fleet Forces Command (USFLTFORCOM); U.S. Pacific Fleet (USPACFLT); Commander, U.S. Naval Forces Europe (USNAVEUR); the systems commands (SYSCOM); numbered fleet commanders (NFC); Navy component commanders (NCC); and type commanders (TYCOM), per references (a) through (o) and as summarized in enclosure (1). Supporting working groups, boards, and executive councils are identified in enclosure (2).

3. <u>Scope and Applicability</u>

a. Navy warfighting readiness is created across three main activities: force development (F_d), force generation (F_g), and force employment (F_e). This instruction specifies actions and responsibilities across these activities to provide clear lines of responsibility and accountability, and effective coordination in the development, generation, and employment of naval power.

b. Responsible organizations must provide accurate, timely, and transparent assessments of the effectiveness of their readiness production efforts. This requires the timely delivery of comprehensive reports and assessments of force warfighting readiness against clear, objective, benchmarks.

c. Supported and supporting command relationships are codified in order to establish clear lines of authority and accountability in readiness production and employment. Supported organizations have primary responsibility and accountability for completion of assigned tasks and activities. Supporting organizations are responsible for providing all necessary assistance to the supported commander. The success of supporting organizations and commanders is measured by the degree of improvement in the supported commander's metrics.

4. <u>Definitions</u>. See enclosure (3).

5. <u>Standards</u>. The generation of combat ready naval forces is governed by one set of Navy readiness and material condition standards. These standards guide readiness policies and certifications of all Navy forces. USFLTFORCOM is responsible for overseeing the development and dissemination of these standards as further described in subparagraph 6b(2).

6. <u>Responsibilities and Action</u>

a. <u>CNO</u>

(1) <u>F_d Responsibilities, Activities, and Required Support</u>

(a) CNO, supported by OPNAV, has the primary responsibility for Navy F_d activities through the Navy program objective memorandum (POM) process. Deputy Chief of Naval Operations for Integration of Capabilities and Resources (CNO N8) is the POM process lead for OPNAV. USFLTFORCOM; USPACFLT; and TYCOMs are supporting.

(b) Deputy Chief of Naval Operations for Manpower, Personnel, Training and Education (CNO N1)/Chief of Naval Personnel (CHNAVPERS) is the manning control authority (MCA) and will generate sufficient Sailors for assignment to the fleets. CNO N1/CHNAVPERS determines the quality, quantity, and priority for assignment of personnel to billets and will direct the order in which vacancies are to be filled across the fleets. USFLTFORCOM, in coordination with USPACFLT, will establish the fleet manning requirement and submit to CHNAVPERS as

the MCA. TYCOMs, NFCs, NCCs, Commander, Navy Installations Command (CNIC), Chief of Navy Reserve (CNO N095), and Navy Education and Training Command are supporting.

(c) In support of the Fleet Training Wholeness 2025 initiative, Deputy Chief of Naval Operations for Warfare Systems (CNO N9) will develop a fleet training wholeness strategy which includes a Fleet Training Wholeness Committee. CNO N9 resource sponsors will, in collaboration with USFLTFORCOM and USPACFLT, co-lead the Fleet Training Wholeness Committee to identify requirements, develop and validate executable POM solutions (based on cost, schedule and performance), acquire content and hardware, field and deliver training content, sustain infrastructure, and provide training effectiveness assessments based on consistent, transparent, measurable, and forward-looking standards. The Fleet Training Wholeness Committee will monitor execution of resourced Fleet Training Wholeness 2025 projects to ensure strike groups deploy with the required knowledge, skills, and ability to operate combat-ready platforms, networks, weapons and sensors to win the fight against high end threats. The Fleet Training Wholeness Committee will be supported by CNO N2N6, TYCOMs, SYSCOMs, warfighting development centers, and other commands and organizations as described in the Fleet Training Wholeness Committee charter. This responsibility will shift to DCNO for Warfighter Improvement (N7) when established.

(d) Deputy Chief of Naval Operations for Fleet Readiness and Logistics (CNO N4) will develop and provide to CNO, USFLTFORCOM, and USPACFLT an annual assessment of ordnance to inform readiness. This assessment will include: global ordnance inventory, ordnance requirements, funding and procurement profiles, and delivery schedules for existing and newly fielded weapons over the Future Years Defense Program. USFLTFORCOM and USPACFLT will identify acceptable ordnance substitutes with associated risks. CNO N2N6, CNO N8, CNO N9, NFCs, NCCs, TYCOMs, and Naval Supply Systems Command (NAVSUPSYSCOM) Ammunition Logistics Center will support CNO N4 in these efforts.

(e) NAVSUPSYSCOM will provide an annual brief to CNO, USFLTFORCOM, and USPACFLT on the posture of the Navy Working Capital Fund for supply management. This update will discuss sufficiency of current obligation authority, spending priorities, allocation and utilization of funds, and readiness impacts due to insufficient obligation authority.

(2) F_g Activities

(a) CNO is responsible for the readiness of all Navy forces by Title 10, U.S. Code. USFLTFORCOM, USPACFLT, and USNAVEUR are responsible to the CNO for the readiness policy, standards, and certification of all Navy forces. USFLTFORCOM, USPACFLT, and USNAVEUR must notify CNO via Deputy Chief of Naval Operations for Operations, Plans, and Strategy (CNO N3N5) of all deviations from approved readiness production plans and of any deployment certification waivers for Navy forces.

(b) CNO N8 will maintain and continually improve readiness requirement models, including incorporating performance to plan execution insight and inject forecasted executable readiness requirements into the POM process at actionable times. Readiness requirement levels generated by respective models will be reflected within an established OPNAV supported Web-enabled database (e.g., Program Budget Information System (PBIS)).

(c) CNO N8 will lead the transition to Defense Readiness Reporting System-Strategic (DRRS-S) as required by Fiscal Year 2019 National Defense Authorization Act guidance, and ensure that the key functions of Defense Readiness Reporting System-Navy (DRRS-N) are incorporated in DRRS-S. USFLTFORCOM, USPACFLT, Space and Naval Warfare Systems Command (SPAWARSYSCOM), NFCs, NCCs, and CNIC will support this transition.

(3) F_e Activities. CNO N3N5 will develop policies and coordinate with USFLTFORCOM, USPACFLT, USNAVEUR, and CNO N8 in the development of the annual Global Force Management Allocation Plan (GFMAP) and in the staffing of force requests from the combatant commands. CNO N3N5 is responsible for coordinating GFMAP with the Joint Staff and Office of Secretary of Defense. In cases where any force request or Joint Staff proposed sourcing solution requires Navy to resource above its maximum sustainable F_g rate, CNO N3N5 will ensure risk and impact to future F_g are captured and work with the Joint Staff toward resolution. CNO N8 will review all Global Force Management Board proposals and decisions for alignment with programmed levels of readiness funding.

b. Commander, USFLTFORCOM

(1) F_d Responsibilities, Activities, and Required Support

(a) USFLTFORCOM will support the Ready, Relevant Learning (RRL) Integration Board in identifying program requirements, tracking execution, and advocating for resourcing to deliver Sailors with the required knowledge, skills, and abilities to operate and maintain combat-ready platforms and systems. The RRL program will create the information architecture to support the RRL vision and requirements. OPNAV, USPACFLT, USNAVEUR, NFCs, NCCs, TYCOMs, Navy Education and Training Command, SYSCOMs, CNIC, and CNO N095 are supporting.

(b) USFLTFORCOM will lead and execute the baseline configuration change plans (BCCP) process to identify individual platform and strike group readiness and capability gaps to inform both near and long-term readiness resourcing decisions and priorities. BCCP assessment results will be available to all readiness stakeholders to enable root cause analysis and readiness gap closure planning. USPACFLT, USNAVEUR, NFCs, TYCOMs, NCCs, SYSCOMs, Navy Warfare Development Command (NAVWARDEVCOM), and Naval War College will support executing the BCCP process.

(c) USFLTFORCOM will lead and execute wholeness and capability and capacity assessments to identify readiness, capability, integration, and interoperability gaps to inform near-term and long-term readiness resourcing decisions. Assessment results must be accessible to all readiness stakeholders and identify warfighting gaps to improve the capability and capacity of Navy forces in the BCCP based on approved combatant commander (CCDR) operational plans. Assessments requiring programmatic investment must be delivered in time to be actionable during the wholeness balance review phase of each POM cycle. USPACFLT; USNAVEUR, TYCOMs; NFCs; NCCs; SYSCOMs; NAVWARDEVCOM; CNIC; CNO N095; Commander, Navy Recruiting Command; and Naval War College will support the development of these assessments.

(2) F_g Activities and Required Support. USFLTFORCOM will develop and maintain one set of fleet readiness and material condition policies and standards. USPACFLT, USNAVEUR, NFCs, and the lead TYCOMs will support USFLTFORCOM in the development of this policy and associated standards.

c. Commander, USFLTFORCOM, Commander, USPACFLT, and Commander, USNAVEUR

(1) F_d Responsibilities, Activities, and Required Support

(a) USFLTFORCOM and USPACFLT will develop an annual fleet integrated priorities letter (FIPL) to inform the Navy's POM process of issues of greatest concern to the fleet commanders. The FIPL will include TYCOM warfare area focused priorities as well as fleet manpower and training priorities. TYCOMs, NFCs, NCCs, SYSCOMs, CNIC, Naval Facilities Engineering Command (NAVFACENGCOM), NAVWARDEVCOM, and NAVSUPSYSCOM Ammunition Logistics Center are supporting.

(b) USFLTFORCOM and USPACFLT will develop warfighting concepts of operation (CONOPS) to be approved by CNO to inform planners and operators on the employment of capabilities available today, and those that will reach initial operating capability within the Future Years' Defense Program. These CONOPS complement current and existing doctrine by integrating emerging technologies and capabilities into fleet operations and tactics. OPNAV, SYSCOMs, NFCs, NCCs, TYCOMs, CNIC, and NAVWARDEVCOM will support developing these concepts.

(c) The SYSCOMs will develop and issue an optimized depot maintenance and modernization execution plan to support the delivery of ready, integrated, and interoperable warfighting capabilities to the fleets by 1 October of each year. The plan will be based on the Master Optimized Fleet Response Plan Production Plan (MOPP); Surface Master Plan; Master Aviation Plan; the BCCP; and the POM. Naval Sea Systems Command (NAVSEASYSCOM) will coordinate with USFLTFORCOM, USPACFLT, Naval Air Systems Command

(NAVAIRSYSCOM), and SPAWARSYSCOM to issue a feasible and executable plan with on-schedule delivery of ships based on public and private production workforce capacity and work packages addressing known or predictable maintenance and CNO N2N6 and N9 approved modernization. CNO N8, CNO N9, and TYCOMs will assist in the development of this plan.

(d) CNIC will develop and submit the annual shore installations report to CNO for review prior to submission to USFLTFORCOM and USPACFLT. The report must include base capacity analysis, planned shore investments in support of warfare enterprises, changes in shore resourcing or policy with impact to warfare enterprise missions, and an overall view of ordnance magazine conditions and capacity. CNO N9, CNO N2N6, CNIC, NAVFACENGCOM, and SYSCOMs will support the development of this report.

(e) NAVSEASYSCOM and NAVSUPSYSCOM will submit an annual update to the Fleet Commanders' Readiness Council on the efforts of the Maritime Allowance Ready Based Sparing (RBS) Re-provisioning and Change Review Board. This update will provide status on alignment of program office RBS models, recommended allowance policy changes and required resources. OPNAV, USFLTFORCOM, USPACFLT, SYSCOMs, and program offices will assist in the preparation of this report.

(2) F_g Activities and Required Support

(a) USFLTFORCOM, USPACFLT, and USNAVEUR will certify that individual unit and group combat ready forces, including forward deployed naval forces (FDNF), have met the required readiness standards and are ready for deployment or surge operations. TYCOMs are responsible for certifying Navy forces have completed basic and advanced training phase requirements. In order to accomplish their assigned missions, NCCs have the responsibility to ensure the readiness and material condition of assigned and allocated forces during the period in which they retain operational control (OPCON) over those forces. NCCs assigned OPCON of deployed forces will ensure that the administrative control (ADCON) chain of command for each force and unit is kept apprised of overall readiness and material condition. Fleet commands (USFLTFORCOM and US PACFLT), supported by TYCOMs and SYSCOMs, will   provide support to NCCs so as to maintain force and unit level readiness and material condition. USFLTFORCOM, USPACFLT, and USNAVEUR must notify the CNO of any waivers to the approved standards. USFLTFORCOM, USPACFLT, and USNAVEUR will be assisted in this effort by the NFCs, NCCs, and TYCOMs.

(b) USFLTFORCOM, USPACFLT, and USNAVEUR commanders are directly responsible and accountable for fleet readiness and F_g for forces under their ADCON.

(c) USFLTFORCOM and USPACFLT will establish fleet manning requirements and targeted fit and fill rates to achieve readiness. USFLTFORCOM and USPACFLT must identify and clearly articulate fit and fill gaps and their risk to readiness. CNO N1/CHNAVPERS, as the

MCA, will distribute available inventory to mitigate those risks. CNO N1/CHNAVPERS and associated TYCOMS will support emergent manning requests as required.

(d) USFLTFORCOM, USPACFLT, and USNAVEUR will train the fleets to achieve high end warfighting readiness on the applicable optimized fleet response plan (OFRP) or FDNF timeline and to the identified standard. Training will be executed through TYCOMs and NCCs. The training of USNAVEUR units is completed under agreements with USFLTFORCOM (who maintains ADCON) however, as the certification and waiver authority, USNAVEUR retains ultimate responsibility for ensuring completion of all required training prior to deployment certification. CNO N1/CHNAVPERS, NFCs, NCCs, and associated TYCOMs will support.

(e) USFLTFORCOM and USPACFLT will equip the fleets to the required level of material readiness standards. Ensure that ships and aircraft enter (are made available to the depot facility) on-time. All adjustments to the prescribed maintenance plan must be presented to the fleet commanders by the associated TYCOM and SYSCOM for decision. The TYCOMs and the SYSCOMs will assist the fleets as required.

(f) USFLTFORCOM will provide bi-weekly scorecards reflecting current and projected readiness of major force elements to support operation plan requirements. USPACFLT and USNAVEUR will provide current and projected major force element readiness to USFLTFORCOM for consolidation.

(g) USFLTFORCOM, USPACFLT, and USNAVEUR will develop and submit to OPNAV an annual integrated fleet readiness plan (IFRP) no later than 1 October each year that highlights the fiscal year readiness production priorities, funding levels, approved requirements, readiness production shortfalls, and mitigation plans. A mid-year and end-of-year assessment will measure the overall performance to the plan and will be used to inform the development of the next fiscal year's IFRP. The SYSCOMs and CNIC will support development of the plan.

(h) USFLTFORCOM and USPACFLT will ensure subordinate units maintain current readiness reports in the Navy Readiness Reporting Enterprise Systems (DRRS).

(3) F_e Activities and Required Supported

(a) USFLTFORCOM, USPACFLT, and USNAVEUR will submit and execute a global posture and force management plan that uses OFRP to maximize support to CCDR requirements, while ensuring sustainable platform maintenance, modernization, training, and operational and personnel tempos. CNO N3N5, SYSCOMs, NFCs, and NCCs will support development of these plans.

(b) USFLTFORCOM, USPACFLT, and USNAVEUR are required to sustain the readiness and material condition of the naval forces for which they are assigned OPCON.

(c) USFLTFORCOM, USPACFLT, and USNAVEUR will develop near-term, non-material concept of operations and tactics, techniques, and procedures for the fleets, in a timely manner to support the effective employment of naval forces across the entire spectrum of operations. USFLTFORCOM, USPACFLT, and USNAVEUR will be supported by NFCs, NCCs, TYCOMs, and NAVWARDEVCOM in developing insights for and production of these products.

d. SYSCOMs F_g Activities and Required Support

(1) USFLTFORCOM, USPACFLT, and USNAVEUR are responsible for generating, sustaining, maintaining and certifying combat ready Navy forces on behalf of the CNO. To do this, they require support from NAVSEASYSCOM, NAVAIRSYSCOM, SPAWARSYSCOM and TYCOMs to ensure that maintenance and modernization plans are synchronized to the fleet training and operational schedules.

(2) NAVSEASYSCOM will ensure that ships enter (begin maintenance execution) and complete depot maintenance per the Optimized Maintenance and Modernization Plan or CNO directed operational necessity, to the agreed level of material condition. All adjustments to the prescribed maintenance plan must be presented, in conjunction with the associated TYCOM, to the fleet commanders for decision. CNO N4, CNO N8, USFLTFORCOM, USPACFLT, and lead TYCOMs will support this effort.

(3) NAVAIRSYSCOM will ensure that aircraft enter (begin maintenance execution) and complete maintenance per the Optimized Maintenance and Modernization Plan or CNO directed operational necessity, to the agreed level of material condition. All adjustments to the prescribed maintenance plan must be presented, in conjunction with the associated TYCOM, to the fleet commanders for decision. CNO N4, CNO N8, USFLTFORCOM, USPACFLT, and lead TYCOMs will support this effort.

(4) SPAWARSYSCOM will ensure that SPAWARSYSCOM-responsible ship and aircraft system installations, modifications, and testing enter (begin maintenance execution) and complete maintenance per the Optimized Maintenance and Modernization Plan or CNO directed operational necessity to the approved Fleet Maintenance Plan. All adjustments to the prescribed maintenance plan must be presented, in conjunction with the associated TYCOM, to the fleet commanders for decision. CNO N4, CNO N8, USFLTFORCOM, USPACFLT, and lead TYCOMs will support this effort.

7. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned for the standard subject identification codes 1000 through 13000 series per the records disposition schedules located on the Department of the Navy/Assistant for

Administration, Directives and Records Management Division portal page at
https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx.

 b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the Department of the Navy/Assistant for Administration, Directives and Records Management Division program office.

8. <u>Review and Effective Date</u>. Per OPNAVINST 5215.17A, OPNAV, USFLTFORCOM, and USPACFLT will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy (SECNAV), and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

9. <u>Information Management Control</u>. Data collection contained in paragraph 6 and its subparagraphs are exempt from information management control per SECNAV Manual 5214.1 of December 2005, part IV, subparagraphs 7h and 7k.

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Releasability and distribution:
This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, https://www.secnav.navy.mil/doni/default.aspx

RESPONSIBILITY MATRIX

	Instruction	CNO/OPNAV	Four Star			Lead TYCOMs	SYSCOMs - Echelon 2							
			USFLTCRCM	USPACFLT	NAVEUR		SYSCOMs	NAVSEA	NAVAIR	SPAWAR	NAVSUP	BUPERS	CNIC	NAVFAC
Fd: Force Development														
Program Objective Memorandum Development	6a(1)(a)	□	O	O		O	O							
Manning Control Authority	6a(1)(b)	□	O	O									O	
Fleet Training Wholeness Strategy	6a(1)(c)	□	O	O		O	O							
Ordnance assessment	6a(1)(d)	□	O	O	O	O					O			
Manage Ready Relevant Learning	6b(1)(a)	(1)	□	O	O	O	O							
Baseline Configuration Change Plan	6b(1)(b)	(1)	□	O	O	O		O	O	O				
Wholeness: Capability/Capacity Review	6b(1)(c)	(1)	□	O	O	O	O							
Fleet Integrated Priorities Letter	6c(1)(a)	(1)	□	□	O	O	O							
Warfighting Concepts	6c(1)(b)	(1)	□	□		O	O						O	
Maintenance and Modernization Plan	6c(1)(c)	(1)	□	□			O							
Shore Installation Management	6c(1)(d)	(1)	□	□			O						O	O
Navy Working Capital Fund - Supply Management	6a(1)(e)	□	O	O							O			
Fleet Commanders' Readiness Council RBS Review	6c(1)(e)	(1)	□	□			O				O			
Fg: Force Generation														
Readiness / Material Condition Policies & Standards	5 / 6b(2)	(1)	□	O	O	O								
Enforce Readiness Standards	6a(2)(a)	(1)	□	□	□	O								
Readiness Requirements Models	6a(2)(b)	□	O	O		O	O							
Readiness Reporting System	6a(2)(c)	□	O	O						O			O	
Certify Ready to Deploy	6c(2)(a-b)	(1)	□	□	□	O								
Man the Fleet: Fit/Fill	6c(2)(c)	(1)	□	□		O								
Train the Fleet	6c(2)(d)	(1)	□	□	□	O						O		
Equip the Fleet	6c(2)(e)	(1)	□	□		O	O							
Bi-Weekly Operation Plan Readiness Scorecard	6c(2)(f)	(1)	□	O	O									
Integrated Fleet Readiness Plan	6c(2)(g)	(1)	□	□	□		O						O	
Readiness Reporting	6c(2)(h)	(1)	□	□			O						O	
Execute Maintenance & Modernization Plan	6d(2-4)	(1)	□	□		O	□	O	O	O				

RESPONSIBILITY MATRIX		Instruction	CNO/OPNAV	Four Star			SYSCOMs - Echelon 2								
				USFLTCRCM	USPACFLT	NAVEUR	Lead TYCOMs	SYSCOMs	NAVSEA	NAVAIR	SPAWAR	NAVSUP	BUPERS	CNIC	NAVFAC
F$_e$: Force Employment	Global Force Management Allocation Plan	6a(3)	(1)	□	○	○									
	OFRP Management (includes FDNF)	6c(3)(a)	(1)	□	□	□	○	○							
	Combat Readiness Sustainment	6c(3)(b)		□	□	□									
	CONOPS/Tactics, Techniques, and Procedures	6c(3)(c)		□	□	□	○								

Legend

□   Owner*/Final Reviewer/Approving Authority

○   Supporting

Note (1) : CNO establishes policies and delegates responsibility to the fleet commanders.

***Owner** = Has the authority, responsibility, expertise, and accountability for the matters "owned."

SUPPORTING WORKING GROUPS, BOARDS, AND EXECUTIVE COUNCILS

Several groups across the Navy are critical in supporting specified actions. A partial list includes:

1. Performance-to-Plan Executive Forum

2. Fleet Commanders' Readiness Council

3. Fleet Maintenance Board of Directors

4. Fleet Training Integration Panel

5. RRL Integration Board

6. Readiness Reform Oversight Council

7. CNO Resource, Requirements, and Review Board

8. Program Budget Coordination Group(s)

9. Maritime Allowance RBS Re-provisioning and Change Review Board

10. OFRP Cross-Functional Team

11. Warfare Improvement Programs

12. RRL Executive Steering Committee

13. Senior Leader Fleet Manning Review

DEFINITIONS

1. <u>Baseline Configuration Change Plans (BCCP)</u>. Plans that reflect the "as-is" warfighting system fielding plans for both carrier strike groups and amphibious readiness groups. BCCPs are used to synchronize modernization planning, personnel, doctrine, and training readiness elements to ensure forces successfully transition from the F_d to F_g phase of the readiness production cycle.

2. <u>Fleet Design</u>. The sum of a vision for future missions and the future operating environment, plus experimentation, assessment and resource decisions. Fleet design embraces new approaches, technologies, and materials to drive change in how the future Navy will operate, fight, and win. It serves as a catalyst for F_d and is generally focused on efforts and activities that are 5 to 15 years out. CNO N9 is the CNO's lead for fleet design.

3. <u>Fleet Integrated Priorities Letter</u>. Integrated (USFLTFORCOM and USPACFLT) and prioritized list of the fleets' readiness, capability, and system requirements submitted annually to inform the POM process.

4. <u>Force Development (F_d)</u>. F_d is the broad range of activities designed to advance naval combat power by ensuring the right functions, capabilities, and concepts are identified, resourced, delivered, and integrated into the OFRP at the right time to maximize effectiveness against future adversary threats. F_d is generally focused on efforts and activities that are 2 to 7 years in the future.

    a. <u>Echelon 1 F_d</u>. The process of identifying, resourcing, and delivering material and non-material elements to field platforms, systems, and personnel necessary to maximize the effectiveness of the OFRP. This includes delivering all elements that deploying forces need to effectively transition to the maintenance phase of the OFRP including requirements, resourcing, and policy; accession and procurement; and research, development, and experimentation. Additionally, this process also includes the maintenance, sustainment, and modernization of non-deploying forces (e.g., shore-based cyber, communications, intelligence, and meteorological commands constituting global platform capability). In conjunction with the SYSCOMs and other technical support organizations, activities include identification of promising technology, coordination of basic research, development of whole solutions to fill warfighting gaps and sustain required operations, personnel policy, infrastructure and environmental management policy, doctrine development, the management and utilization of big data, and those items required to achieve wholeness across the fleets.

    b. <u>Echelon 2 F_d</u>. The process of integrating elements of F_d into the fleet units at the right time within the OFRP cycle to maximize the effectiveness of the naval force against adversary threats. Fleet POM manpower and individual training prioritized inputs, integrated priority lists, integrated prioritized capabilities lists, BCCPs, wholeness assessments, and capability and capacity assessments are the key integration products and activities which provide an informed

basis to support echelon I F_d activities. This involves continuous participation and support during echelon 1 acquisition milestone and battle rhythm events used to synchronize OPNAV and SYSCOM development, fielding and sustainment of new systems and associated tactics, techniques, and procedures.

5. Force Generation (F_g). F_g is the process employed throughout the OFRP cycle, of manning, maintaining, training, and certifying naval forces to be combat-ready, including those activities necessary to integrate after deployment certification. Fg includes the application of material and training to bond platforms, systems, and Sailors and Marines into integrated war fighting units ready for employment. F_g is generally focused on efforts and activities that are 1 to 2 years in the future.

6. Force Employment (F_e). F_e is the employment of combat-ready naval forces to meet Service and CCDRs' requirements in support of U.S. national interests. Employability of forces will be measured per reference (a). F_e is generally focused on efforts and activities that are ongoing and up to 1 year in the future.

7. Integrated Prioritized Capabilities List. Coordinated (USFLTFORCOM and USPACFLT) assessment of mission-area specific capability gaps, and recommended doctrine, organization, training, materiel, leadership and education, personnel, and facilities solutions to close those gaps, to influence FIPL.

8. Manning Control Authority. CNO N1/CHNAVPERS is responsible for establishing the fleet manning requirement for fleet units per fleet commander approved manning target levels, determining the quality, quantity, and priority for assignment of personnel to billets. CNO N1/CHNAVPERS will generate sufficient Sailors for assignment to the fleet.

9. Master Optimized Fleet Response Plan Production Plan (MOPP). Developed by the OFRP Cross-Functional Team, the MOPP depicts three OFRP cycle durations for specific forces (carrier strike group, amphibious readiness group, etc.). The MOPP informs specific OFRP line of effort requirements (e.g., modernization milestones), phase-specific resource requirements and completion dates, sustainment and employability periods, and key events.

10. Optimized Fleet Response Plan (OFRP). Fleet F_g model that maximizes employability while preserving necessary maintenance, modernization and work-up entitlements, and ensuring a predictable operational and personnel tempo.

11. Readiness. The ability to perform an assigned mission as a unit and as a joint force element.

12. Submarine Capability and Modernization Plan. Plan that informs the submarine maintenance and modernization planning process to identify which submarines are to receive specific capability and system upgrades as they enter maintenance availability periods.

13. Submarine Distribution Plan. Plan that identifies where submarines will be stationed as a means to inform the Navy's Strategic Laydown process.

Enclosure (3)